

**RESOLUTION NO. 2023-XX****A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR JOB CLASSIFICATIONS REPRESENTED BY THE COSTA MESA FIREFIGHTERS ASSOCIATION PURSUANT TO THE 2023 SIDE LETTER.**

THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA HEREBY FINDS, DETERMINES, AND DECLARES AS FOLLOWS:

WHEREAS, the Parties are currently parties to a Memorandum of Understanding (MOU) with a term that expired on June 30, 2021, but was extended by a side letter to expire on June 30, 2024; and

WHEREAS, the side letter in Section 3.4 provided that if any other bargaining unit in the City received (through the labor negotiations process) an across-the-board net base salary or certification/specialty/incentive pay increase in excess of 2% (the value of the 14-day FLSA work period) that went into effect on any date between July 1, 2022 and June 30, 2024, employees in the CMFA would receive an increase in the amount above two percent (2%) on the same effective date as the other association; and

WHEREAS, the Parties have negotiated modifications to wages and benefits that modify the provisions of the MOU and this Resolution is intended to reflect those changes;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Costa Mesa as follows:

SECTION 1. The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective the pay period that includes January 1, 2023. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0211	Firefighter	191	\$6,105	\$6,410	\$6,731	\$7,068	\$7,421	\$7,792	\$8,182	Monthly
			\$73,260	\$76,920	\$80,772	\$84,816	\$89,052	\$93,504	\$98,184	Annual
			\$25.16	\$26.41	\$27.74	\$29.13	\$30.58	\$32.11	\$33.72	Hourly (56 hr)
			\$35.22	\$36.98	\$38.83	\$40.78	\$42.81	\$44.95	\$47.20	Hourly (40 hr)
0212	Fire Engineer	200	\$7,050	\$7,403	\$7,773	\$8,162	\$8,570	\$8,999	\$9,449	Monthly
			\$84,600	\$88,836	\$93,276	\$97,944	\$102,840	\$107,988	\$113,388	Annual
			\$29.05	\$30.51	\$32.03	\$33.63	\$35.32	\$37.08	\$38.94	Hourly (56 hr)
			\$40.67	\$42.71	\$44.84	\$47.09	\$49.44	\$51.92	\$54.51	Hourly (40 hr)

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0213	Fire Captain	214	\$8,145	\$8,552	\$8,980	\$9,429	\$9,900	\$10,395	\$10,915	Monthly
			\$97,740	\$102,624	\$107,760	\$113,148	\$118,800	\$124,740	\$130,980	Annual
			\$33.56	\$35.24	\$37.01	\$38.86	\$40.80	\$42.84	\$44.98	Hourly (56 hr)
			\$46.99	\$49.34	\$51.81	\$54.40	\$57.12	\$59.97	\$62.97	Hourly (40 hr)

**SECTION 2.** The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective the pay period that includes July 1, 2023. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay steps.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0211	Firefighter	191	\$6,410	\$6,731	\$7,068	\$7,421	\$7,792	\$8,182	\$8,591	Monthly
			\$76,920	\$80,772	\$84,816	\$89,052	\$93,504	\$98,184	\$103,092	Annual
			\$26.41	\$27.74	\$29.13	\$30.58	\$32.11	\$33.72	\$35.40	Hourly (56 hr)
			\$36.98	\$38.83	\$40.78	\$42.81	\$44.95	\$47.20	\$49.56	Hourly (40 hr)
0212	Fire Engineer	200	\$7,403	\$7,773	\$8,162	\$8,570	\$8,999	\$9,449	\$9,921	Monthly
			\$88,836	\$93,276	\$97,944	\$102,840	\$107,988	\$113,388	\$119,052	Annual
			\$30.51	\$32.03	\$33.63	\$35.32	\$37.08	\$38.94	\$40.88	Hourly (56 hr)
			\$42.71	\$44.84	\$47.09	\$49.44	\$51.92	\$54.51	\$57.24	Hourly (40 hr)
0213	Fire Captain	214	\$8,552	\$8,980	\$9,429	\$9,900	\$10,395	\$10,915	\$11,461	Monthly
			\$102,624	\$107,760	\$113,148	\$118,800	\$124,740	\$130,980	\$137,532	Annual
			\$35.24	\$37.01	\$38.86	\$40.80	\$42.84	\$44.98	\$47.23	Hourly (56 hr)
			\$49.34	\$51.81	\$54.40	\$57.12	\$59.97	\$62.97	\$66.12	Hourly (40 hr)

**SECTION 3.** The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees. Employees will contribute towards the employee and employer contribution as stipulated in the Memorandum of Understanding (MOU) and Side Letter with the Costa Mesa Firefighters Association. There will be no Employer Paid Member Contribution (EPMC).

**SECTION 4.** All parts of resolutions in conflict herewith are hereby rescinded.

**PASSED AND ADOPTED this 21st day of March, 2023.**

\_\_\_\_\_  
John Stephens, Mayor

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
Brenda Green, City Clerk

\_\_\_\_\_  
Kimberly Hall Barlow, City Attorney

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss  
CITY OF COSTA MESA )

I, **BRENDA GREEN**, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 2023-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 21<sup>st</sup> day of March, 2023, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 22<sup>nd</sup> day of March, 2023.

\_\_\_\_\_  
Brenda Green, City Clerk

(SEAL)